Sexual Harassment at Work Place

1275. SHRI GURUDAS DASGUPTA:
SHRI J. CHITHARANJAN:

Will the Minister of LABOUR be pleased to state:

(a) whether it is a fact that in a landmark judgement on August 13, 1997 the Supreme Court had laid down certain guidelines prescribing sexual harassment at work place and other institutions and directed employees to set up procedures through which women can make their complaints heard;

(b) if so, the guidelines and directive issued in this regard;

(c) whether it is fact that nothing tangible has been done for the implementation of the guidelines; and

(d) if so, the steps proposed to be taken in this regard?

THE MINISTER OF POWER (SHRI P.R. KUMARAMANGALAM): (a) and (b) The Hon'ble Supreme Court, in the case of Writ Petition (Criminal) No. 666-70 of 1992 filed by Visakha and others against the State of Rajasthan and others defined what constitutes sexual harassment and laid down certain guidelines for prevention of such harassment. The guidelines and directives include, *inter-alia*, the express prohibition of sexual harassment as defined by the Court, modification of relevant Rules to include clauses for prohibition of sexual harassment and making provision for appropriate penalties, and setting up of appropriate complaint mechanisms to deal with cases of sexual harassment of women employees.

(c) and (d) The Government has taken a number of initiative to give effect to these guidelines. These include circulation of the guidelines, for action as indicated therein, to all Secretaries to Govt. of India, Chief Secretaries of States/Uts, Chairman Managing Directors of Central Public Sector Undertakings, large number of responses have since been received, intimating action taken in accordance with the directives. The Deptt. of Personnel & Training has also amended the CSS (Conduct) rules, 1964 with a view to implementing the guidelines. Monitoring the implementation of guidelines is a continuous process.

Legislation on Agricultural Labour

1276. SHRI E. BALANANDAN: Will the Minister of LABOUR be pleased to state:

(a) whether Government have any plan to introduce a legislation on agricultural labour in the country; and

(b) if so, the details in this regard?

THE MINISTER OF POWER (SHRI P.R. KUMARAMANGALAM): (a) and (c) A proposal for a Central legislation for agricultural workers is under consideration of the Government.

Employment Scheme for Educated Unemployed Youth

1277. SHRI VEDPRAKASH P. GOYAL: Will the Minister of LABOUR be pleased to state:

(a) whether Government are considering to launch an employment scheme for the educated unemployed youth of the country, shortly, and

(b) if so, by when it will be launched and what are the broad features of the scheme?

THE MINISTER OF POWER (SHRI R. KUMARAMANGALAM): (a) No, Sir

(b) Does not arise.

Payment of Statutory dues to Workers of PSUs

1278. SHRI JIBBON ROY: Will the Minister of LABOUR be pleased to refer to answer to Unstarred Question 2569 given in the Rajya Sabha on 14th August, 1997 and state:

(a) total outstanding arrears on non-

payment of statutory dues of the workers in PSUs as on 30th September, 1997;

(b) details of PSU-wise statutory dues;

(c) action taken by Government alongwith the time frame to liquidate the dues; and

(d) in case of no action further to the aforesaid answer, reasons for the delay and failure of Government to meet its legal liabilities?

THE MINISTER OF POWER (SHRI R. KUMARAMANGALAM): (a) and (b) The total outstanding arrears on account of non-payment of statutory dues of workers employed in PSUs along with PSU-wise details for 30th September, 1997 is given in the statement. (see below).

(c) and (d) The matter was taken up by the Cabinet and a Group of Ministers (GOM) was constituted to evolve a strategy for liquidation of dues within a given time frame. The GOM met on 29.8.97 to discuss the problem but could not finalise the strategy for the problem on account of dissolution of the previous government. The present Government is seized of the problem and the matter is under examination. In the budget proposals for 1998-99, a provision of Rs. 1482 crores has been made for non-plan loans to public sector enterprises mainly for payment of salary and wages to employees to sick and convalescent PSUs.

Statement

Status of Payment of Wages and Pending Statutory dues of Employees as on 30.9.97

(Rs. in Lakhs)

CPSUs-wise	Salary and Wages	Other dues* (Salary & Wages)	Provident Fund	Employees State Insurance	Pension	Gratuity	Bonus	Other Statutory Dues
Department of Heavy Industry								
1. CCI	1117.00	—	507.00	—	—	65.00	14.00	—
2. R&C	55.81	—	169.85	22.81	—	—	3.11	—
3. TSL	—	—	559.00	11.00	80.00	2.00	3.00	—
4. NIL	268.01	44.44	109.40	—	—	19.53	1.24	—
5. JESSOP	310.00	705.45	3624.28	195.00	1.00	1560.00	95.00	—
6. HPF	—	—	354.00	—	—	206.00	335.00	—
7. TAFCO	—	—	10.82	—	—	80.74	28.00	—
8. HCL	675.00	23.09	1226.56	—	49.25	135.00	—	—
9. HMT	247.51	74.45	788.45	4159.00	308.15	—	—	188.39
10. MAMC	—	975.00	3869.00	—	—	1220.00	—	550.00
11. HEC	—	1064.00	3586.00	—	379.00	195.00	—	—
12. BSCL	—	—	2097.00	6.00	—	100.00	—	925.00
Ministry of Textiles								
1. NTC	—	—	9392.89	3050.42	—	79.92	—	649.83
2. BIC	—	—	610.46	375.88	—	—	—	—
3. NJMC	—	—	2982.63	930.10	—	—	—	—
4. BJEL	—	—	23.37	8.84	2.00	1.50	—	1.72
Ministry Agriculture								
SFCI	—	—	600.00	—	—	—	—	—

CPSUs-wise	Salary and Wages	Other dues* (Salary & Wages)	Provident Fund	Employees State Insurance	Pension	Gratuity	Bonus	Other Statutory Dues
Deptt. of Fertilizer								
1. PDIL	2368.00	—	593.00	—	—	290.00	—	—
2. RCF	—	—	63.00	—	—	29.00	—	—
Ministry of Water Resources								
NPCC	625.00	—	397.00	—	—	—	—	260.00
Ministry of Steel								
1. BRC	—	—	310.38	—	116.01	—	—	—
2. SAIL	—	—	—	—	—	—	—	303.31
3. HSCL	5500.00	—	1515.28	—	—	—	—	—
Department of Food								
1. FCI	No Dues							
2. CWC	No Dues							
Ministry of Petrolium and Natural Gas	***No Dues***							
Ministry of Communication								
1. ITI LTD.	—	—	—	—	—	—	—	30.17
Ministry of Coal			No Dues					
Ministry of Power								
NEEPCO	—	—	—	—	—	5.00	—	—
TOTAL	11166.33	2886.43	3389.37	8759.05	935.41	3988.69	479.35	2908.42
GRAND TOTAL								64513.05

* On account of wage and D.A. revision from time to time.

Report on Disposal of Labour Disputes

1279. DR. (MS) P. SELVIE DAS:

Will the Minister of LABOUR be pleased to state:

(a) whether it is fact that the Mukhopadhyaya Committee headed by Joint Chief Labour Commissioner, Government of India and constituted under the direction of the Hon'ble Supreme Court has submitted the Report citing its recommendations to ensure timely disposal of Labour disputes pertaining to Government of Delhi;

(b) what are the accepted recommendations of the Mukhopadhyaya Committee;

(c) the reasons for which despute accepting most of the recommendations follow up action on the Report is pending with Government; and

(d) what is the time limit to complete the follow up action?

THE MINISTER OF POWER (SHRI R. KUMARAMANGALAM): (a) to (d) A Committee was constituted by the Government of NCT of Delhi consisting of Shir S.K. Mukhopadhyaya, Joint Chief